

P A W

I. Why form a W-2 Consortium?

- A) 100 bonus points – competitive RFP
- B) Three counties already had a service and fiscal relationship – WIA one-stop
- C) Political – Kettl Commission and push to develop cooperative relationships at the local level.

”Initial Intent – to form a close coordinated, working relationship that could identify opportunities to develop efficiencies, while allowing each county maximum autonomy.”

II. Initial Concerns

- A) MOU (attachment 1)
 - 1) Autonomy
 - 2) Voting
 - 3) Administrative responsibility
 - 4) Funding
 - a) budget
 - b) county fiscal responsibility
- B) Very different service structures
- C) Different Service Philosophy
 - 1) Wood – Bachelor level FEP’s – Child Welfare Connection

III. Starting PAW

- A) The appeal process created opportunities for the partner counties to work closely and learn more about each program.
- B) Allocations were cut \$180,000 more since the W-2 RFP
 - 1) Had to look at streamlines even before we started
- C) Appeal – Successful lesson learned
 - 1) What are the advantages of corporate administrative structure
 - a) staffing flexibility
 - b) training
- D) PAW stationary
- E) Very short time frames
 - 1) Formed two sub-committees - program – fiscal
- F) Administrative Agency Concerns (Attachment 2)
 - 1) Liability
 - 2) Think Outside the Box
 - 3) Resource Analysis (Attachment 3)
- G) Goals / Decisions 1st Year
 - 1) Single 3 county W-2 Unit (shared resources)
 - a) erase county lines
 - 1) multiple worker ID’s

- 2) Single W-2 Supervisor
 - a) Bachelor level – Child Welfare background
- 3) Single Service Delivery System
 - a) client go to Job Center most convenient
 - b) common services
 - c) common curriculum
 - d) common contracts
 - e) common policies
 - 1) supportive services
 - 2) Job Access loans
 - 3) Extension
 - 4) sanction
 - 5) performance standard monitoring
 - f) Common time study
 - g) Hired consultant to evaluate
- H) Current Issues
 - 1) Cost allocation – separate program AMSO from PAW
AMSO (attachment 4)
 - 2) Moving Job Centers
 - 3) Common Records
 - 4) Policies
 - 5) WIA Funds
 - 6) Consortium following WDB Lines

”It is very important to keep local agencies involved for community connection, i.e. employees, job fairs, resources, acceptance, and coordination.”

IV. Front Line

- A. Formation of Single PAW Unit
 - 1) Stages of Group Development
 - 2) Monthly Unit Meetings
 - 3) Individual supervision
 - 4) Back-up (4 geographical locations)
- B) Common Policy & Procedure
 - 1) Employability Skills Training Curriculum
 - 2) Policy (i.e. Supportive Services, JALs, Extensions, Non-participation hours)
 - 3) Forms
- C) Training
 - 1) Child Welfare training
 - 2) Family Centered / Strength Based Training
- D) Continuing Areas of Development
 - 1) Common File Formats
 - 2) Adams Co Delivery of Service
 - a) Isolation of single staff
 - b) Leased employee vs county employee